Thursday, June 16, 2016 • John Jay College of Criminal Justice
Sponsored by the CUNY Office of Human Resources Management

Conference Program

8:30 AM  Registration
Kroll Atrium

Continental Breakfast
1st Floor – Room L.61

9:00 AM  Welcoming Remarks
1st Floor – Room L.63

Gloriana B. Waters, Vice Chancellor for Human Resources Management, CUNY
Allan H. Dobrin, Executive Vice Chancellor & Chief Operating Officer, CUNY

9:30-10:30 AM Keynote: “Serving Others: A Leadership Journey with Special Partners”
Charles J. O’Connor III, Managing Director, TIAA

Charles J. O’Connor III currently serves as Managing Director of TIAA’s Empire State Sector, a multi-functional organization created in 2015 that serves the financial needs of 101,000 participants from the State University of New York (SUNY), the SUNY Research Foundation, The City University of New York and CUNY Research Foundation, and other eligible New York State employees. Prior to joining TIAA, O’Connor held a variety of executive positions at Fidelity Investments including Senior Vice President for Corporate Compliance; Chief Procurement Officer; and Head of Relationship Management for the Tax-Exempt Market Segment.

O’Connor was a member of the United States Air Force for 23½ years, retiring as a Colonel. While with the Air Force, O’Connor supported and directly interfaced with Presidents Ronald W. Reagan, George H. W. Bush, and William J. Clinton. He served as the Acting Deputy Assistant Secretary of Defense for the Clinton Administration. He also served as the Inspector General for the buying arm of the Air Force. He is a member of the Air Force Association, the American Legion, Disabled American Veterans, the Knights of Columbus, the Army Navy Club of Washington, D.C., and other professional and benevolent organizations.

O’Connor graduated from Norwich University with a B.S. in Business Administration. He received his M.B.A. from Golden Gate University, and was awarded an M.A. in National Security Strategy and Policy from the Naval War College in Newport, Rhode Island. He also is a graduate of the Defense Systems Management College in Fort Belvoir, Virginia, where he received the highest Department of Defense program management certification.

10:30-10:45 AM  Networking – Kroll Atrium
Session 1: “Collaborative Workflows: The Adjunct Appointment Process at York College”
1st Floor – Room L.63

Sharon Davidson, Registrar
Barbara Manuel, Executive Director of Human Resources
Dr. Panayiotis Meleties, Provost and Senior Vice President of Academic Affairs
CadyAnn Paris-David, Administrative Assistant, English Dept.
Ismael Perez, Assistant Vice President for Planning & Budget
Greg Vega, IT Computer Services Manager

This session asks the question: “Can every adjunct employee receive a paycheck on the first paydate?”
Representatives from York College’s Offices of Planning & Budget, Academic Affairs, Computer Services, Human Resources and Registrar, along with an academic department, will discuss how their collaboration facilitated design of a workflow that adheres to recommended University procedures. Participants will gain a better understanding of the multi-faceted adjunct appointment process and strategies for achieving effective collaboration and best practices.

Session 2: “Advocacy Skills and Techniques to Successfully Present a Classified Staff Disciplinary Case” and “The 20 Most Common Issues Facing CUNY Labor Designees and HR Directors Today”
6th Floor – Moot Courtroom 6.68

Carmelo Batista, Esq., University Executive Director of Classified Staff Labor Relations, CUNY Central Office
Donald J. Gray, Labor Designee and College Ethics Officer, John Jay College
Jerry Rothman, Esq., University Executive Director of Instructional Staff Labor Relations, CUNY Central Office
Patricia Stein, Esq., University Executive Director of Labor Hearings & Appeals, CUNY Central Office

CUNY’s Office of Labor Relations will lead two back-to-back segments utilizing real case examples. The first presentation will provide an overview on how to effectively present a classified staff disciplinary case, including conducting cross examinations and preparing documentary evidence. The second segment will involve an interactive discussion of the most common issues and themes affecting CUNY’s labor designees and HR directors, such as adjunct reappointment errors, knowing when to extend the tenure clock, and applying compensatory time rules.

Session 3: “Building Alliances: The Developing Partnership between OHRM and a Campus”
9th Floor – Conference Room 9.64

Nila Bhaumik, Director of Human Resources, Guttman Community College
Jim Davis, University Director, HR Advisory Services, OHRM
Susan Haggerty, University HR Advisor, OHRM
Xena Yehya, Assistant Director for HR Operations, Guttman Community College

The role of human resources at CUNY has changed profoundly, with top leadership recognizing the value of HR as a strategic partner and agent of organizational change. This has resulted in greater collaboration between the Colleges and CUNY’s Office of Human Resources Management (OHRM), resulting in strong relationships that benefit both. In this session, representatives from Guttman Community College and OHRM will discuss real cases in which the College and OHRM worked together to streamline processes and develop unique solutions to atypical situations.

Session 4: “How Workforce Bullying and Incivility Create Barriers to Diversity in Higher Education”
1st Floor – Room L.61

Sylvia Gail Kinard, Esq., Chief Diversity Office, Medgar Evers College
Dr. Moronke Oshin-Martin, Department of Communication Arts & Sciences, Bronx Community College

Diversity is a key issue at institutions of higher education, yet research consistently suggests that workplace cultures and bullying in academia foster toxic behaviors that compromise the retention of minority faculty. In this session, the presenters will describe the relationship between ineffective intercultural competency, poor management skills, stress, and workplace aggression, and offer recommendations on how managers and administrators can improve intercultural competency to foster cooperation and collaboration and reduce employee stress.

12:30-1:45 PM Luncheon
2nd Floor – Student Dining Hall
1:00-1:30 PM Keynote: “HR Management as an Interdisciplinary Field with a Multicultural Approach”
Juan J. DelaCruz, Ph.D., Department of Business & Economics, Lehman College

Dr. Juan J. DelaCruz is Associate Professor of Economics and Business at Lehman College, and also holds a faculty appointment in public health at the Graduate Center. He earned his Ph.D. in Economics from the New School for Social Research, and a B.A. in International Relations from the National Autonomous University of Mexico. His work is concentrated in the area of health economics with an emphasis on HIV/AIDS and its effects on human capital. Dr. DelaCruz has a certificate in Human Capital Management from NYU and has taught courses on Human Resource Management and Labor Relations in the business program and was the inaugural Faculty Advisor of the Student Chapter of the Society for Human Resource Management (SHRM) at Lehman College.

1:30 PM Presentation of The Art Brown Award for Leadership in HR Technology

2:00-3:00 PM Panel Discussion:
“HR as a Business Imperative: Partners with Academics, Finance, IT, and Student Affairs”
1st Floor – Room L.63
Vice Chancellor Gloriana B. Waters, Moderator
President William J. Fritz, College of Staten Island
President Gail O. Mellow, LaGuardia Community College
Dr. William A. Tramontano, Provost & Senior Vice President for Academic Affairs, Brooklyn College
Robert Pignatello, Senior Vice President for Finance & Administration, Hunter College
Claudia Colbert, Chief Information Officer, Queens College
José Magdaleno, Vice President for Student Affairs, Lehman College

3:15–4:30 PM AFTERNOON BREAKOUT SESSIONS

Session 5: “It Takes a Village: Cross Campus Collaborations at Lehman College”
6th Floor – Moot Courtroom 6.68
Dawn Ewing Morgan, Diversity & Compliance Officer
Mary Rogan, Esq., Special Counsel for Legal Affairs & Labor Relations
Eric Washington, Director of Human Resources

Effective service that meets legal compliance and policy mandates requires true collaboration and effective, timely communication. Lehman College’s Office of Compliance and Diversity, Office of the Special Counsel, and Human Resources Department will discuss how their collaborative relationship advances the College’s strategic goals through academic and administrative prioritization, and their use of IT, media and training solutions to address personnel functions, data reporting, and to deliver information.

Session 6: “Crossing Bridges: Putting Your Ph.D. to Work in University Administration”
1st Floor – Room L.61
Howard Apsan Ph.D., University Director of Environmental, Health, Safety & Risk Mgt., CUNY Central Office
Teena Costabile, Deputy Director of Human Resources, Graduate Center
Christopher Jaggon, Human Resources Generalist, Graduate Center
Ella Kiselyuk, Executive Director of Human Resources, Graduate Center

To bridge a disconnect between the employment opportunities afforded to current doctoral students and recent graduates, the Graduate Center’s Offices of Human Resources and Career Planning & Professional Development introduced a mentoring program in which participants “shadow” university executives and gain valuable hands-on experience in higher education administration. This session will describe the program’s objectives and outcomes.

Session 7: “TIAA Emerging Leaders Network in Action at CUNY”
1st Floor – Room L.63 **NOTE LOCATION CHANGE**
This session will explore the training approach and early outcomes from CUNY’s participation in the TIAA Emerging Leaders Network (ELN), a multi-year national leadership development program that imparts advanced leadership skills to high potential employees in human resources at major colleges and universities across the country. Participants also receive in-depth training in HR competencies, strategies, and expertise on the business of the higher education. Michael Noetzel of TIAA will moderate a panel discussion featuring CUNY’s current participants in the ELN, who will describe how they have been able to solve HR problems and innovate using the best practices they’ve learned from the program.